Defense Civilian Intelligence Personnel System

System Basics, Career Management and Current and Future Initiatives

To see "Note Pages" for more detailed information – download this PowerPoint presentation to your hard drive, then click the "View" button in the PowerPoint tool bar and select "Note Page"

DAMI-CP (IPMO)/April 2004

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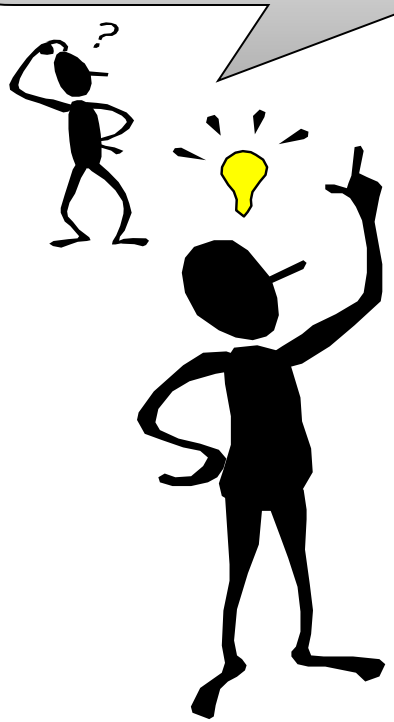

SECTION /MODULE CHART

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Demographics (As of Oct 03)

- *Approximately 4,250 employees in DCIPS in Army*
- *Over 10,000 Within All Services*
- *Several Times Services' Total Number When Adding DOD Intelligence Agencies (DIA, NSA & NGA, etc)*
- *Army Has Over One-Third of its Positions in the Greater Wash DC Area (See **Chart 4**)*
- *Most **MACOMs** Have DCIPS Employees (See **Chart 5**)*
- *Most **Job Series** Are Found in DCIPS (See **Chart 6**)*
- *Most **Career Programs** Are Found in DCIPS (See **Chart 57**)*
- *Geographic Distribution By Human Resource (HR) **Servicing Regions** Can Be Found on **Chart 73***

DCIPS Distribution by State

- ***DCIPS Employees Are Found in Most States and Many Countries***

- ***Populations in the Most Populous 20 States or Countries are Listed at the Right***

(Numbers are rounded - not exact)

State/Country	Number
VIRGINIA	1250+
MARYLAND	500+
ARIZONA	250+
FEDERAL REP OF GERMANY	200+
GEORGIA	150+
NORTH CAROLINA	150+
ALABAMA	150+
FLORIDA	150+
UNITED KINGDOM	100+
TEXAS	50+
NEW JERSEY	50+
DIST OF COLUMBIA	50+
HAWAII	25+
KANSAS	25+
JAPAN	25+
PUERTO RICO	25+
MICHIGAN	25+
COLORADO	20+
MISSOURI	20+
KENTUCKY	10+

DCIPS Distribution by MACOM

- ***DCIPS Employees are Found in Most Commands***

- ***Commands with 20 or More DCIPS Employees are Listed at the Right***

(Numbers are rounded - not exact)

MACOM	
INSCOM	1600+
AMC	300+
TRADOC	225+
FORSCOM	225+
SOUTHCOM	175+
HQDA	125+
EUCOM	125+
SPEC OPS CMD	100+
PERSCOM	85+
ATEC	75+
USAREUR	70+
SMDC	45+
COE	35+
MEDCOM	30+
USARPAC	25+

DCIPS Distribution by Series

- **120+ Different Job Series Represented (GG and WG)**
- **3,200 in 20 Series (85%) With 20 or More Careerists**
  - ✓ *See Chart at Right*
- **525 in 100 Series (15%) With Less Than 20 Careerists**

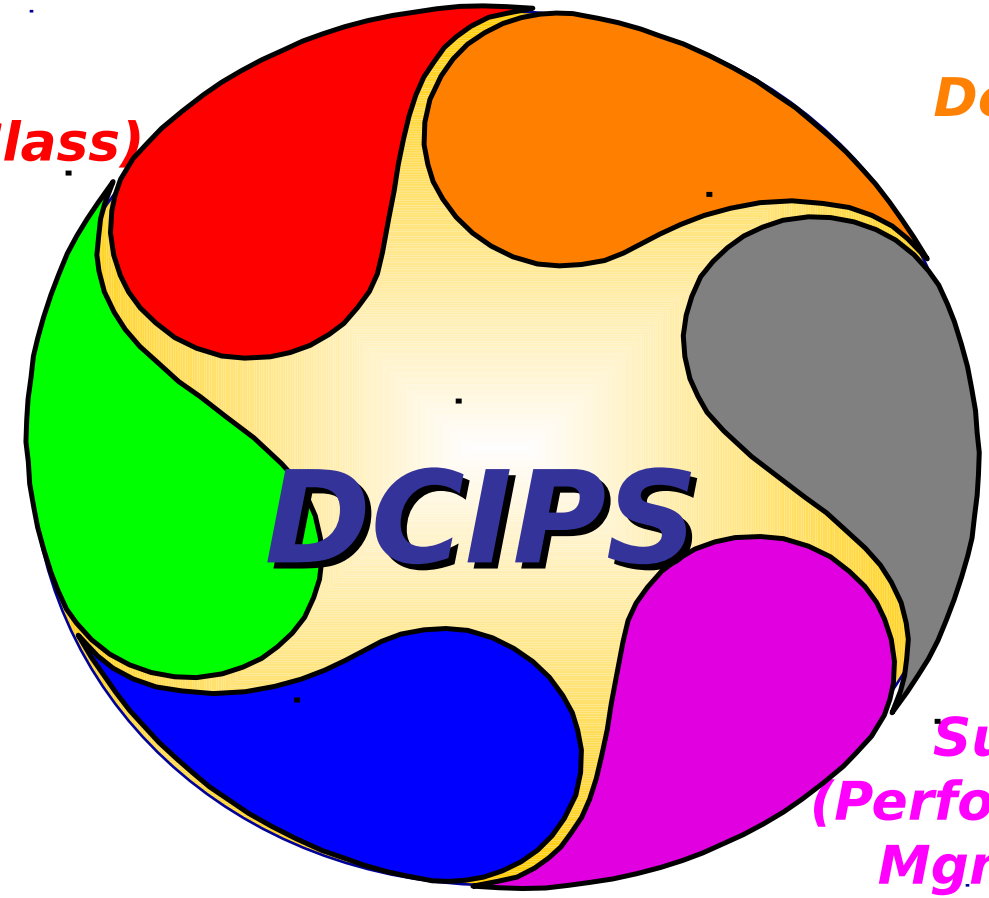
(Numbers are rounded - not exact)

Series	Title	N
132	Intelligence Specialist	1200+
0080	Security Specialist	750+
2210	Information Technology	225+
0086	Security Clerk/Assistant	150+
1712	Intelligence Training Specialist	100+
0318	Secretary	75+
0343	Management Analyst	75+
0855	Electronic Engineer	50+
0134	Intelligence Clerk/Assistant	50+
0301	General Administration	50+
0560	Budget Analyst	50+
0303	Misc Clerk/Assistant	25+
0085	Guard	25+
0346	Program Analyst	25+
1102	Contract Specialist	25+
1701	Intelligence Education Specialist	25+
1301	Physical Scientist	25+
0201	Human Resource Specialist	20+
1084	Visual Information Specialist	20+
0801	General Engineer	20+

Separate (Title 10) System

Structure (Position Mgt & Class)

Program Evaluation and Development (Further Change to DCIPS)



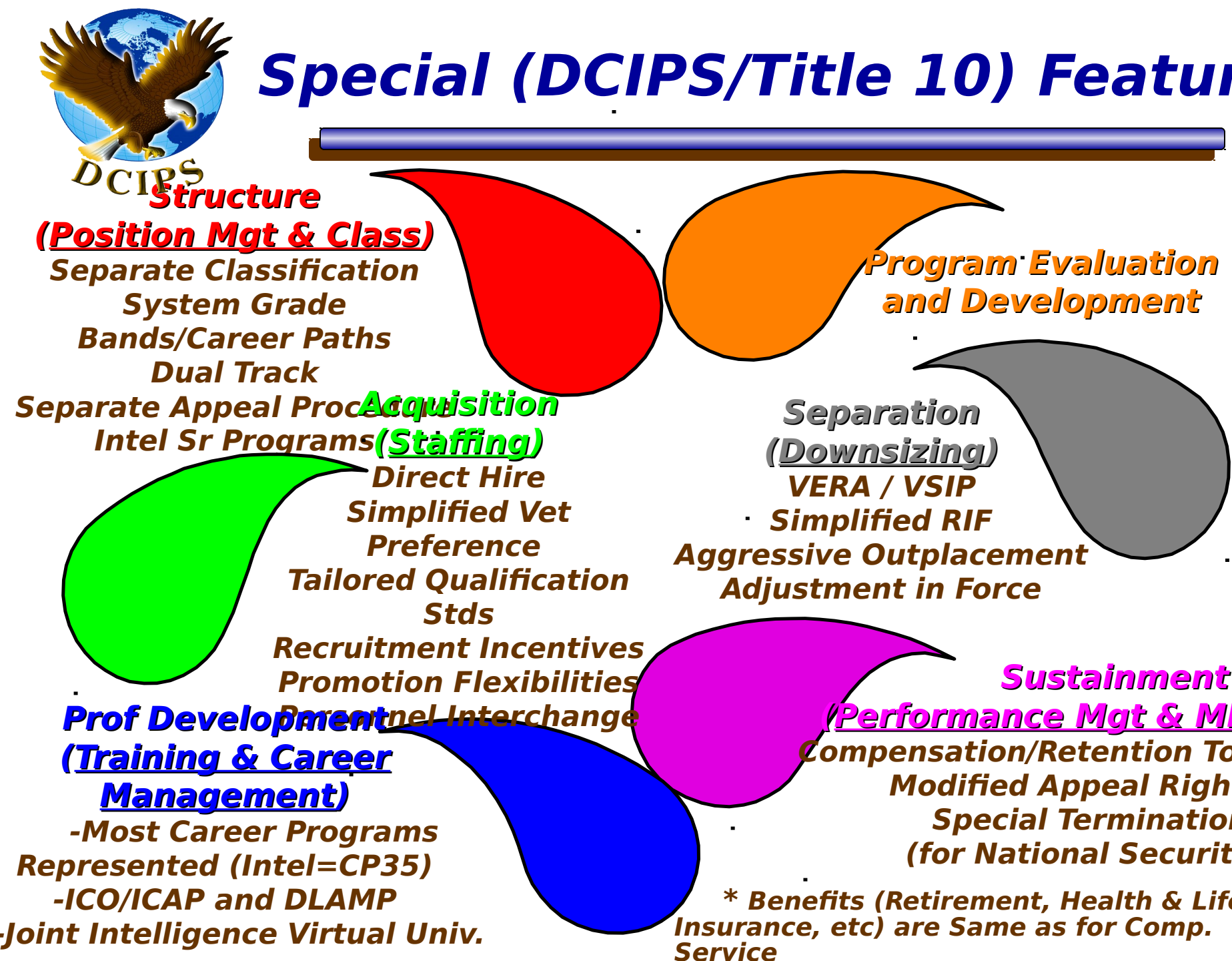
Acquisition (Staffing)

Separation (Downsizing)

Prof Development (Training & Career Management)

Sustainment (Performance Mgt & Mgmt–Employee Relations)

Special (DCIPS/Title 10) Feature



* Benefits (Retirement, Health & Life Insurance, etc) are Same as for Comp. Service

DCIPS Partnerships

DCS G-1

DCS G-2

Partners in:

- *Policy Development*
- *Planning*
- *Implementation*
- *System Management*
- *Evaluation*

DCIPS Coverage - Three Types

Occupational

Designated Series/Occupations Regardless of Location

132s / 134s
080s / 086s *(if 51% spent on Intel Sec)*

Organizational*

All Positions Within Designated Intel Organizations

INSCOM/USAIC&FH/650TH MI

Discretionary*

Intel-Related Positions in Intel Units in Non-Intel Organizations/Commands

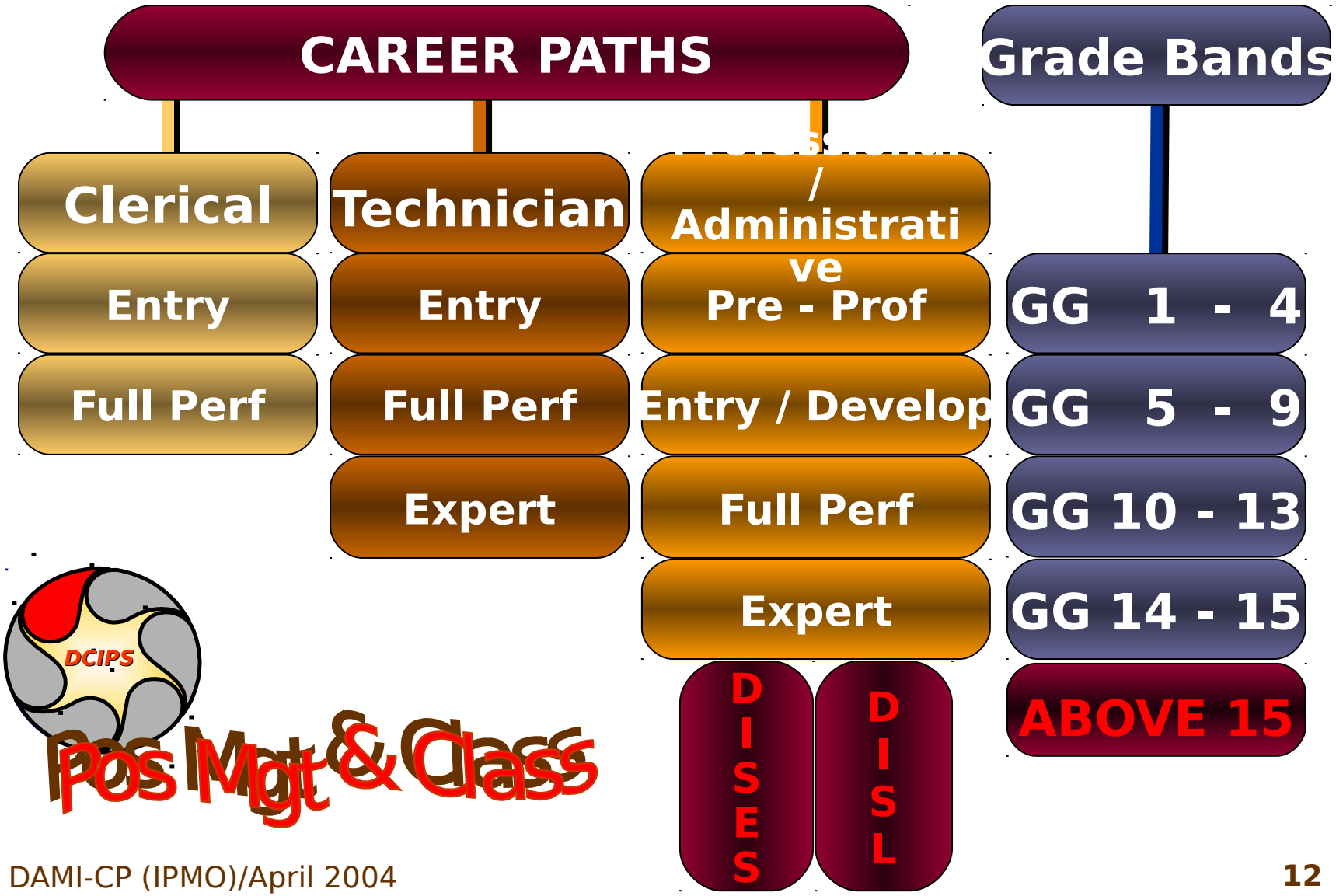
DA G-2 / USAREUR DCSINT/ EUCOM J2 (incl JAC)/ AMC: ISD / USFK J2 / PEO STRI (TSMO)/ SOUTHCOM J2 (incl JIC)/JIATF / COE Huntsville Div / etc.

* *Individually Approved at HQDA*

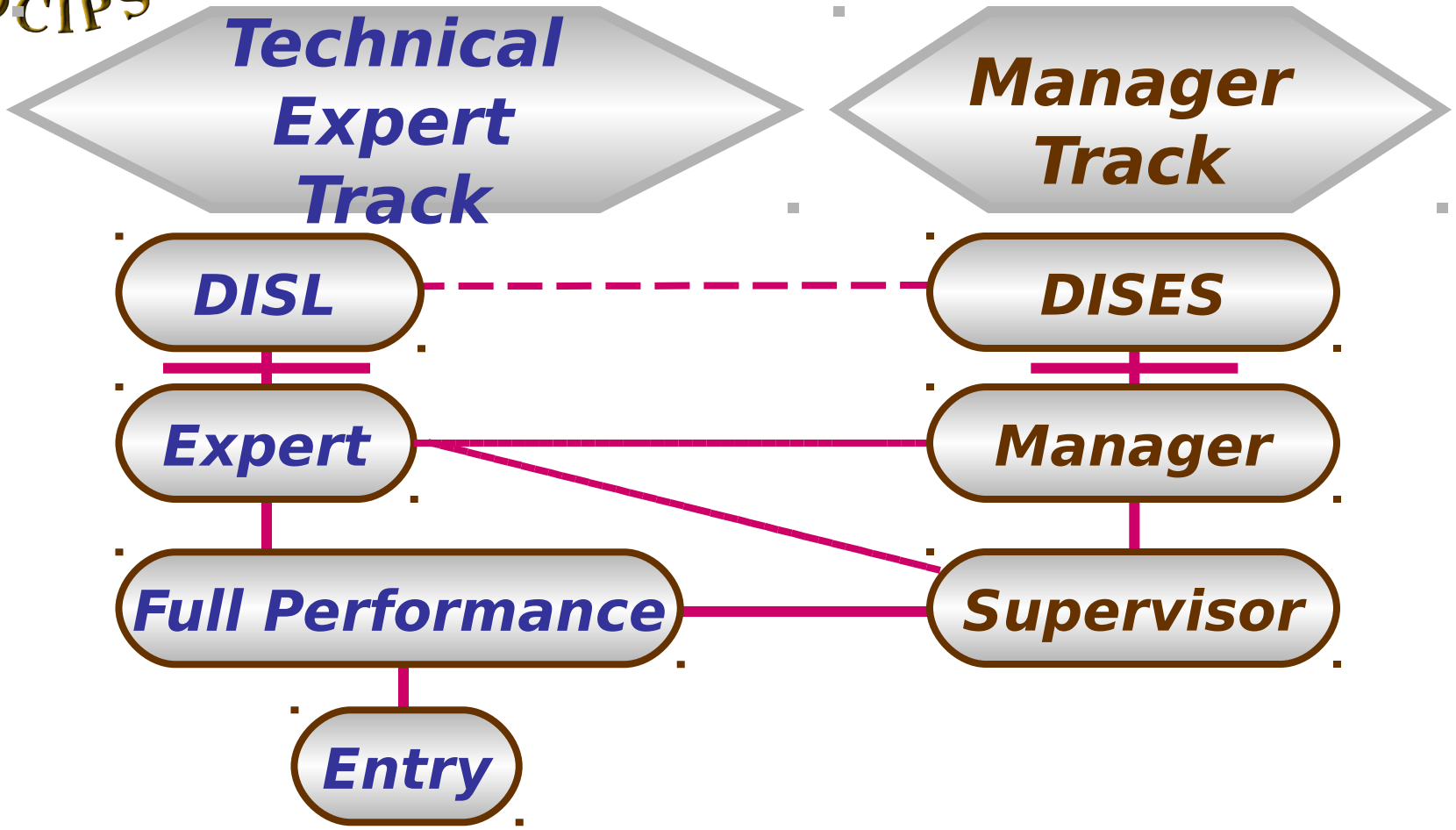
DCIPS Classification System

- **Uses "GG" Pay System Designation**
  - ✓ *Equivalent to General Schedule (GS)*
- **Uses 15 Grades/10 Steps Like the G**
- **Has Additional Senior Programs**
  - ✓ *SIES Transitioning to DISES*
  - ✓ *SIP Transitioning to DISL*
- **Federal Wage System (FWS) Positions are Included in DCIPS**
- **DCIPS Organizes Jobs (Series & Grades) Into:**
  - ✓ *Career Paths*
  - ✓ *Grade Bands*

DCIPS Career Paths / Grade Bands



Dual Track Career Progression



DCIPS PM&C Authorities

- ***PRIORITY OF GUIDES FOR GRADING POSITIONS:***

✓ *PGS & AOGs*

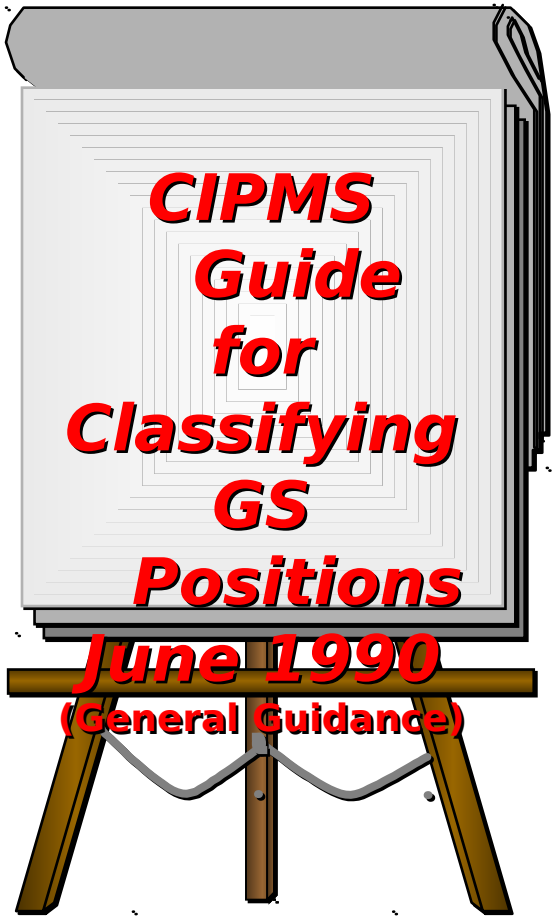
✓ *ODCS, G-2 Classification Decisions*

✓ *MACOM/FOA Classification Decisions*

- ***CLASSIFICATION APPEALS:***

DCIPS Appeals Decided within Dept of Army at HQDA, G-2

CIPMS (DCIPS) Classification Standards



Guides for Determining Grade, Series & Title

- ***APPENDIX A:***
  Primary Grading Standard (PGS), Parts 2 & 3
- ***APPENDIX B:***
  Lead Positions (One Grade Interval Work)
- ***APPENDIX C:*** **Army Occupational Guide (AOG) for**
  GS-080, Security Administration
- ***APPENDIX D:*** **AOG for**
  GS-132, Intelligence Specialties
- ***APPENDIX E:*** **AOG for**
  GS-1701/1712, Intel Educ & Trng
- ***APPENDIX F:*** **AOG for**
  Multi-Series Guide for S&T Positions
- ***APPENDIX G:*** **Expansion Guide – Determines Grades for Series Not Otherwise Covered by AOGs**

DCIPS Position Description (PD) Format

For GG Positions

- ***DCIPS Statement***
  - *Identify PD as a DCIPS Position*
- ***Major Duties (with % of Time Spent Per Duty)***
  - *Short and Concise*
- ***"Performs Other Duties As Assigned" Statement***
- ***Descriptions of the Five Factors***
- ***Knowledges, Skills, Abilities (KSAs) Statement***
  - *For Supervisory Positions Only*
- ***Conditions of Employment***
  - *Security Clearance, Drug Testing, Mobility, Financial Disclosure, Emergency Essential Designation, etc.*
- ***Other***
  - *Career Program Codes, Competitive Level Code, etc.*

Primary Grading Standard Factors

PGS Part 2

GG-Nonsupervisory

A - Essential Knowledges (25%)
B - Guidelines (20%)
C - Scope of Authority and Effect of Decisions (20%)
D - Work Relationships (15%)
E - Supervision Received (20%)

PGS Part 3

GG-Supervisory/Managerial

A - Guidelines (20%)
B - Scope & Variety of Operations (25%)
C - Work Relationships (20%)
D - Supervision Exercised (25%
E - Complexity of Work Supervised (10%)

Subfactors

Non-Supervisory Positions

Factor A - Essential Knowledges: (should be job specific)

--Kind/nature of knowledge, experience, or education needed; &
--Nature/extent of skills required to apply these knowledges to accomplish the work.

Factor B - Guidelines:

--Nature & availability of guidelines used to perform the work; &
--Degree of interpretation; judgment and originality required to use the guidelines or develop new guides.

Factor C - Scope of Authority & Effect of Decisions:

--Nature of the work (purpose/breadth/depth of assignments); &
--Effect of work products/services within & outside the organization.

Factor D - Work Relationships:

--People, conditions and/or reasons for personal contacts; &
--Skill needed to accomplish work through work relationships.

Factor E - Supervision Received:

--Nature & extent of direct/indirect controls exercised by the supervisor;
--Employee's independence & responsibility for completing the work; and
--Methodology for reviewing completed work.

Supervisory Positions

Factor A - Guidelines:

--Nature & availability of guidelines used to perform the work; and
--Degree of interpretation, including judgment and originality required to use the guidelines.

Factor B - Scope & variety of Operations:

--Nature of supervisory/managerial workload and authority; and
--Variety of functions of the organization supervised.

Factor C - Work Relationships:

--Difficulty of attaining work goals and objectives through personal contacts; and,
--Nature, frequency, and purpose of person-to-person work relationships.

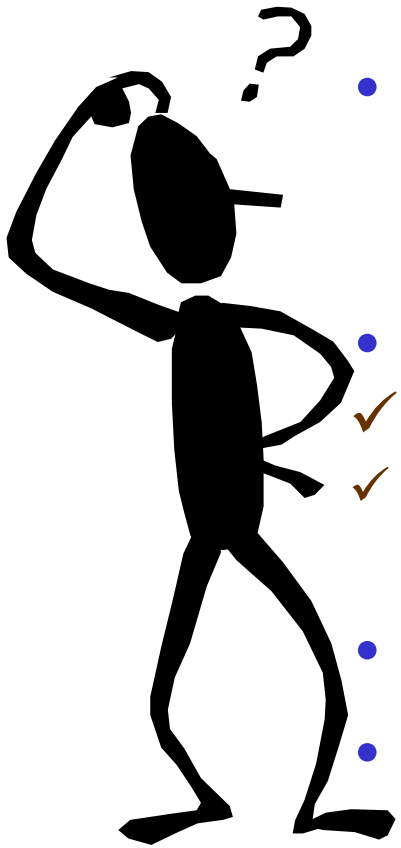
Factor D - Supervision Exercised:

--Responsibility for technical and administrative supervision of the work; and,
--Involvement in supervisory personnel functions.

Factor E - Complexity of Work Supervised:

--Grade level of highest non-supervisory work both technically and administratively supervised.

CIPMS Grade Determination



- ***Evaluate Each Set Of Duties Separatel***
- ***Award Full Factor Degree Points When Equivalent To The Overall Intent Of The Factor, Including All Subfactors***
- ***Interpolation Allowed:***
  - ✓ *Split Point Values For Subfactors*
  - ✓ *Use Judgement When Duties Fall Between Factor Degrees*
- ***Conversion To Grade Level***
- ***Borderline Determinations***

DCIPS Tools – Subfactors and Interpolation

(1) SPLITTING SUBFACTORS

EXAMPLE: FACTOR 6 SCOPE AND EFFECT

1st Subfactor IF SCOPE OF WORK = C3 (50/2) = 25 pts

2nd Subfactor IF EFFECT OF WORK = C4 (70/2) = 35 pts

60 pts

Note: Must Round to the nearest 5 point increment

Interpolation Must Be Documented In An Evaluation Stateme

Current Classification Philosophy

DCIPS Policy Supports G-1 Civilian Human Resource Policy

- **Delegate Classification Authority to Lowest Level**
  - ✓ *DCIPS Classification Training Required for those Exercising Delegated Classification Authority*
  - ✓ *DCIPS Classification Training Recommended for all Supervisors*
- **Streamline & Simplify**
  - ✓ *Use Existing PDs from FASCLASS Where Possible*
  - ✓ *Cut and Paste Factor Degree Definitions Where Possible*
- **Human Resource Specialists Serve As Advisors**

DCIPS Tools - Streamlined Classification Process

- **What It Is:**
  - ✓ *A Process for "Cutting" Factor Degree Levels Directly From the PGS/AOGs and "Pasting" Them Into the Position Descriptions Being Developed.*
- **When to Use:**
  - ✓ *If Position Under Review Is Straight Forward and With Few Complications.*
  - ✓ *If You Have Delegated Classification Authority or Are Providing Input.*
  - ✓ *If a Relevant DCIPS Position Description Cannot Be Located in FASCLASS.*
- **Cautions:**
  - ✓ *Knowledges <u>Must</u> Be Specific to the Work/Position Being Classified.*
  - ✓ *Duties Must Support the Assigned Factor Degrees.*
  - ✓ *Positions Involving Mixed Series, Mixed Grades, or Interpolation of Factor Degrees Require Additional Steps/Actions.*

Preparation of Evaluation Statements

- ***When to Prepare an Evaluation:***

✓ *Interpolation of Factor(s)*

✓ *Mixed grades/series*

✓ *Series questionable or hard to determine*

✓ *Within 5 points of minimum or maximum point range for the grade level*

✓ *Modification of Factor Degree definitions*

- ***Administrative Information:***

✓ *Job Number*

✓ *Organization*

✓ *Date of Evaluation*

✓ *Title, Series and Grade of the Position*

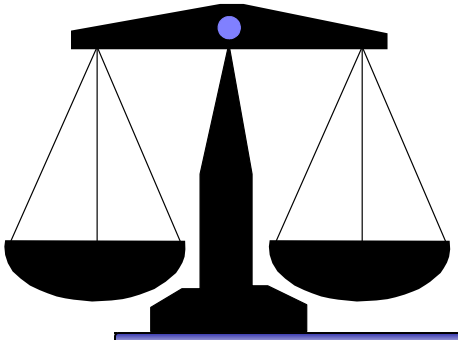
✓ *Guides Used*

✓ *Final Classification Information*

Position Management (PM)

PM is the process whereby managers assign duties and responsibilities to positions, and structure these positions to form an organization that provides for effective and economical mission accomplishment

Sound PM significantly contributes to effective compensation management



Signature Of Approving Supervisor

"I CERTIFY THAT THIS IS AN ACCURATE STATEMENT OF THE MAJOR DUTIES AND RESPONSIBILITIES OF THIS POSITION AND ITS ORGANIZATIONAL RELATIONSHIPS AND THAT THE POSITION IS NECESSARY TO CARRY OUT GOVERNMENT FUNCTIONS FOR WHICH I AM RESPONSIBLE. THIS CERTIFICATION IS MADE WITH THE KNOWLEDGE THAT THIS INFORMATION IS TO BE USED FOR STATUTORY PURPOSES RELATING TO APPOINTMENT AND PAYMENT OF PUBLIC FUNDS AND THAT FALSE OR MISLEADING STATEMENTS MAY CONSITITUTE VIOLATIONS OF SUCH STATUTES OR THEIR IMPLEMENTING REGULATIONS."

PM Process

- *Know your mission*
- *Structure/Design Organization*
- *Assign Work to Positions*
- *Classify Positions (Title/Series/Grade)*
- *Adjust to Meet PM Goals/Objectives*

- *Ensure:*
  - ✓ *Structure Supports Mission Accomplishment*
  - ✓ *Structures Are Affordable*
  - ✓ *There is Balance and Equity*
  - ✓ *Subordinate Supervisors are Held Accountable*

PM Objectives

- ***Combine Like Work/Duties in a Position***
- ***Eliminate Overlapping or Duplicative Functions***
- ***Consolidate Higher Graded Duties in the Fewest Possible***

  Positions
- ***Design Positions to Promote Career Progression***
- ***Design Positions to Promote Dual Track Progression***
- ***Maintain Substantial Supervisory to Action Officer Ratios***
  - ✓ *Avoid Deputy Positions*
- ***Establish Bridge Positions Between Clerical, Technical and***

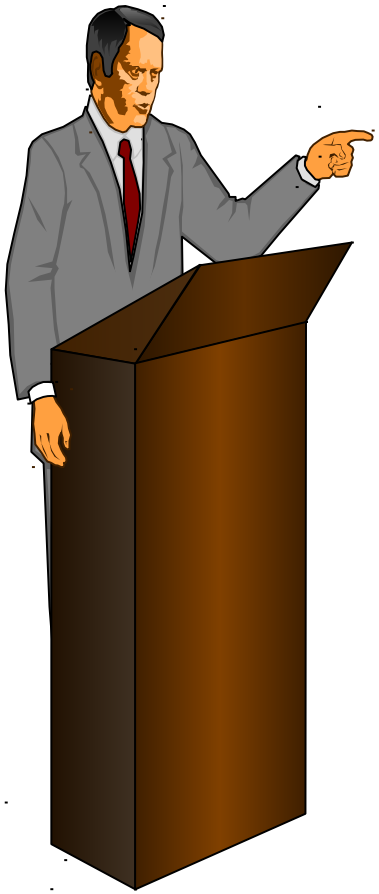
PM Accountability

- *DCA Assigns Accountability to Supervisors/Managers For:*
  - ✓ *Design & Establishment Of Position Structures Which Efficiently and Economically Perform the Mission of the Organization*
  - ✓ *Classification Consistency*
  - ✓ *Proper Alignment of Functions and Grades*
  - ✓ *Quality of Classification Actions/Position Descriptions*
  - ✓ *Elimination of Misassignments*
- *Managers/supervisors Should Strive for 100 % Grade Accuracy.*
- *Less Than 90 % Is Not Acceptable and Classification Authority May Be Revoked.*

Impact of Your Classification Decisions

- **Base salary**
- Locality Pay
- Cost of Within Grade Increases
- Cost of Living Allowances
- Cost of Awards
- Matching Contributions for FERs

DCIPS Staffing Basics



- ***EEO/Diversity***
  - ✓ *Supports Army and Intel Community Objectives*
- ***"Direct Hire" (No OPM)***
- ***Tailored Qualification Standards***
  - ✓ *For GG-132 (Intel) & GG-080 (Security)*
  - ✓ *OPM Standards Serve as Guides for All Other Series*
- ***One-Year Trial Period if You Have Not Completed a Federal Probationary Period***
  - ✓ *No Additional Supervisory/Managerial Trial Period*
- ***OCONUS Tours Similar to Comp. Service***
- ***Personnel Interchange Permitted With title 5, Competitive Service***

Direct-To-Public Hiring

Always Merit – Based

One Announcement for Internal and External Candidates

Doesn't Use OPM's "Rule of Three"

No DEU Needed

Use Same Job Skill Requirements For All Recruitment Sources

DOD Priority Placement

Employment & Placement (Staffing)

Simplified Veterans Preference

Preference Eligibles

- ***Positive factor in external selections***
- ***Preference granted at time of selection rather than time of application***
- ***Accorded preference over non-preference eligibles when substantially equal quals***
- ***If preference eligible is not selected:***
  - ✓ *Reasons must be documented on selection roster*
  - ✓ *Separate verification must be obtained and documented*

Employment & Placement (Staffing)

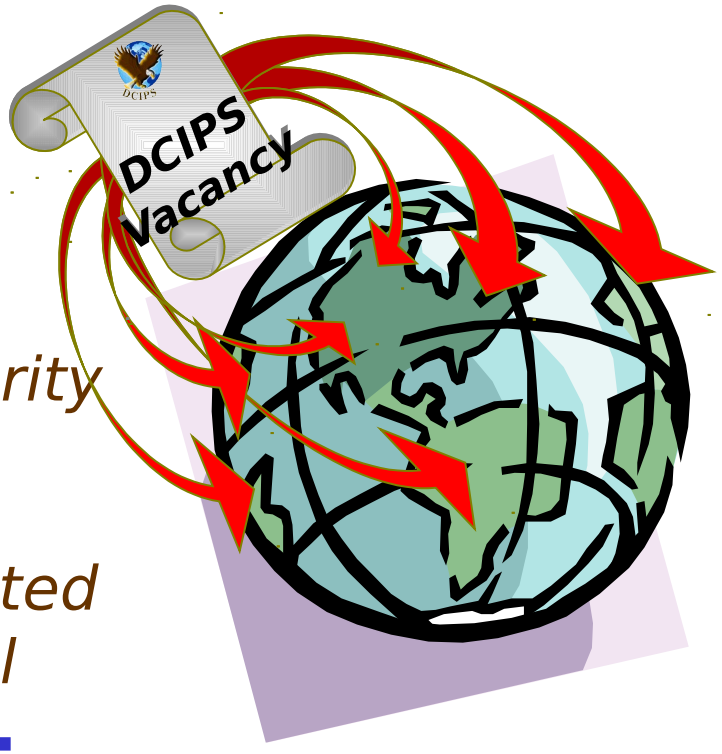
Retired Military

Retired Military

**Requiring a waiver for appointment within 6 months of retirement.....

- ***Comply with DoD Directive 1402.1***
  AR 690-300, Chapter 300, App C
  AR 690-13, Chapter 4
- ***Most approvals delegated to MACOMS (Jan 01 Memo)***
- ***MACOM approvals require Career Program Manager (CPM)/HR coordination***
- ***HQDA approvals go to ODCSINT (IPMO)***

DCIPS Recruitment



- **Announcements:**
  - ✓ *Simplified Format*
  - ✓ *Some Open Continuous*
  - ✓ *Specific to Intelligence & Security*
  - ✓ *KSAs/Competencies Essential*
    - ✓ *Knowledges, Skills, and Abilities*
  - ✓ *Conditions of Employment Stated*
  - ✓ *Market to Wide Candidate Pool*
- **Additional DCIPS Impacts:**
  - ✓ *College and Diversity Recruiting*
  - ✓ *Joint Efforts / Resume Sharing*

Career Program Referral & Selection

DCIPS/CIPMS Exceptions Apply

- **When Competitive Procedures Used:**
  - ✓ *Follow CP Requirements for Area of Consideration*
  - ✓ *Must Consider ACTEDS Requirements for CP-35 Positions*
    - *Professionalism of Candidates*
  - ✓ *EEO, Diversity Principles Apply*
  - ✓ *Management Option - Select From Any Source*
  - • **Work With Resumix to Include Key Requirements**

Intake & Diversity Management Requirements For CP-35

- ***Dependence on Websites for Recruitment***
- ***IC Website and Army MI Website Now Available***
  - ✓ *New Intake Sources*
- ***Diverse Intake Required***
  - ✓ *Centrally Funded ACTEDS Interns Provide New Talent*
- ***PCS Should be Offered When Recruiting with Army-Wide or Wider Competitive Areas for Positions, Grade 13 & Above***
- ***"All Source" 14-30 Day Recruitment Required for Competitive Fills of Grade 14 & 15 Positions***
- ***EEO/Diversity Commitment***
  - ✓ *Continued Special Army Requirements for "Targeted Outreach" for Competitive Fill of Positions at Grades 14s & 15s*

DCIPS Staffing Flexibilities

- **No "Time-In-Grade" for Promotion**
  - ✓ ***But*** *Must Meet Amount and Quality of Experience, Education & Training Required by Applicable CIPMS or OPM Qualification Standards*
  - ✓ *Generally 12 Months of This Experience is Required at Next Lower Grade Level*
- **Temporary Promotions / Details**
  - ✓ *180-Day Increments Within DCIPS*
  - ✓ *Noncompetitive if "Grade Band Promotion" Conditions Met*
  - ✓ *120-Day Increments if to Competitive Service (title 5)*
  - ✓ *Temporary Promotions Between DCIPS & title 5 are Not Appropriate*

Personnel Interchange Agreement

Benefits

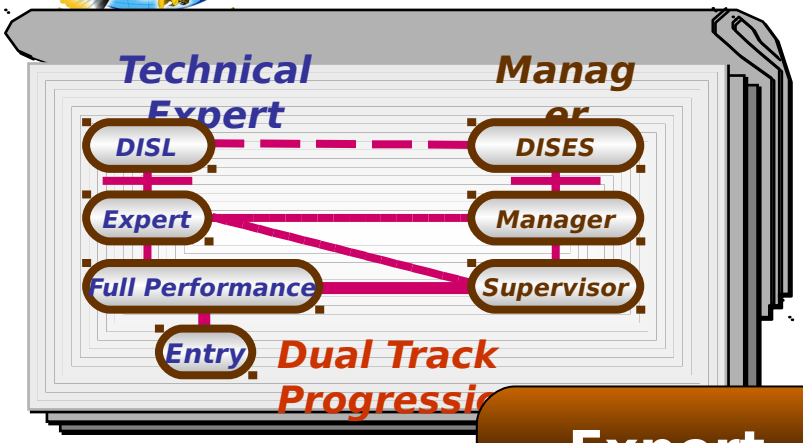
- *Interchange Eligibles Have Status Equivalent to Competitive Service Employees*
- *Full Credit for CIPMS/DCIPS Service and Grade Levels Achieved*
- *CIPMS/DCIPS Service Counts Toward Career Tenure in the Competitive Service*

Criteria

- *CIPMS/DCIPS Appointment Must Be Without Time Limit*
- *At Least One Year of Current Continuous CIPMS/DCIPS Service*
- *No Break in Service Unless Involuntarily Separated From CIPMS/DCIPS Position Without Cause Within Preceding Year*
- *Must Meet Qualification Standards and Requirements of the Other System*

Considering A Grade Band Promotion?

DCIPS Career Paths / Grade Bands



DISL	DISES	Grade Bands
		ABOVE 15
Expert		14 - 15
Expert	Full Perf	10 - 13
Full Perf	Full Perf	Entry / Develop 5 - 9
Entry	Entry	Pre - Prof 1 - 4
Clerical	Technician	Professional / Administrative

CAREER PATHS

DCIPS Grade Band Promotions

Noncompetitive Action
Position Upgrade or to Vacancy

NOT FOR:

Change in Career Path or
Non-Supervisory to Supervisory

WITHIN

- **Current Band**
- **Current Line of Work**
- **Scope = Same Svcg Org**

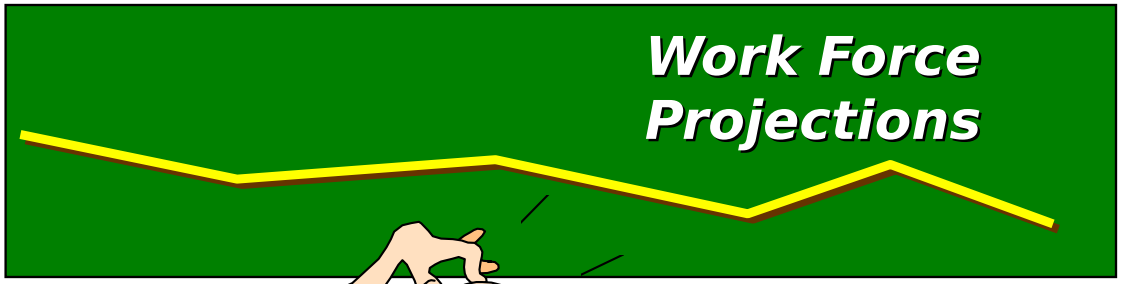
Basic Pay & Recruitment Incentives

- **Basic Pay**
  - ✓ *Uses Same GS Pay Tables*
  - ✓ *Uses Same Locality Pay Tables*
  - ✓ *Uses Same Overseas Pay Provisions*
- **Recruitment and Retention Incentives When Justified by Market Competition (Case-By-Case Basis)**
  - ✓ *May Use GS/FEPCA Recruitment, Retention & Relocation Allowances*
  - ✓ *May Set Pay at an Advanced Step When Hiring an Employee New to Federal Service*
  - ✓ *May Use **DCIPS** Step Increases Upon Reassignment/Lateral Movement When Hiring Current Federal Employees*
  - ✓ *May Change Progression Pattern to 5,6,7,8,9,11 and Offer 6 Month Promotions For Entry/Dev Level Positions in Prof/Admin Career Track*
  - ✓ *Recruitment Incentives Should Be Established Before Hiring*
- **Utilizes Same Health, Life Insurance and Retirement Programs as title 5, Competitive Service**

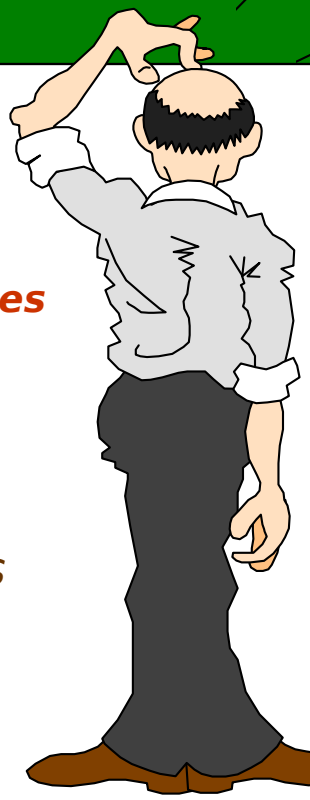
Coding and Storing Personnel Actions

- ***Authority for Personnel Actions Differs from title 5, Competitive Service***
- ***Number of DCIPS Unique Codes Used***
  - ✓ *Some Personnel Actions Require Different Coding Practices*
- ***There is an Additional Presentation Available on IPMO's Website on Coding of DCIPS Personnel Actions***
  - ✓ *Should Be of Interest to Civilian HR Specialists*
- ***DCIPS Uses Orange Merged Records Personnel Files, SF66C***

DCIPS Separation/Downsizing



- **VERA/VSIP**
- **Simplified RIF**
- **Aggressive Outplacement**
  - ✓ Local Vacancies
  - ✓ DoD / Priority Placement Program
    - **Register Affected People & Vacancies**
    - **Use Intel Option Codes**
    - **Modified Process When Clearance Required**
- **Adjustment In Force (AIF)**
  - ✓ DoD Policy in Coordination Process



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- **Greater Mgt Control**
- **Targeted Impact**
- **Lower Overall Cost**
- **Less Disruptive to Mission**
- **Fewer People Affected**

Downsizing

RIF - DCIPS vs. Comp Svc

SAME:

- *Effort to Avoid*
- *Goals*
- *Definition*
- *Retention Factors/Order*
- *Grouping by Comp Levels*

DIFFERENT:

- *Tenure Groups*
- *Assignment Rights*

RIF Competition

Competitive Area

Group 1
Permanent
Trial Complete

Group 2
Permanent
In Trial Pd

Group 3
Indefinite
Temp > 1 yr

Competitive Level Retention Register

TENURE GROUP 1
Subgroup AD
Subgroup A
Subgroup B

TENURE GROUP 2
Subgroup AD
Subgroup A
Subgroup B

TENURE GROUP 3
Subgroup AD
Subgroup A
Subgroup B

Competitive Level Retention Register

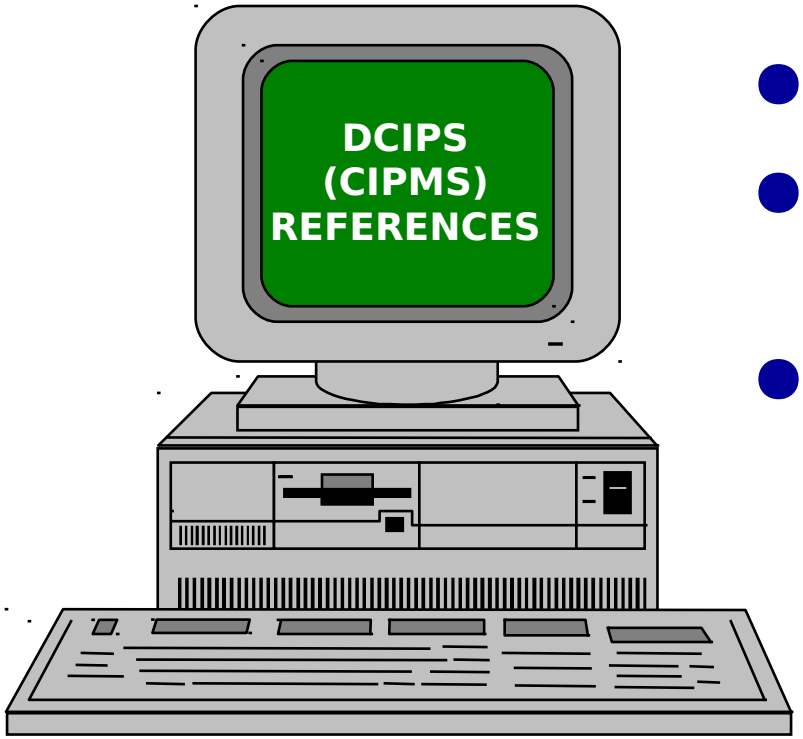
TENURE GROUP 1
Subgroup AD
Subgroup A
Subgroup B

TENURE GROUP 2
Subgroup AD
Subgroup A
Subgroup B

TENURE GROUP 3
Subgroup AD
Subgroup A
Subgroup B

NO "BUMP/RETREAT"

RIF Regulations & Information



- *5 CFR, Parts 351, 430*
- *AR 690-351-1*
- *AR 690-13*

- *DAMI-CP Memo 92-2 dtd 4 Sep 92*

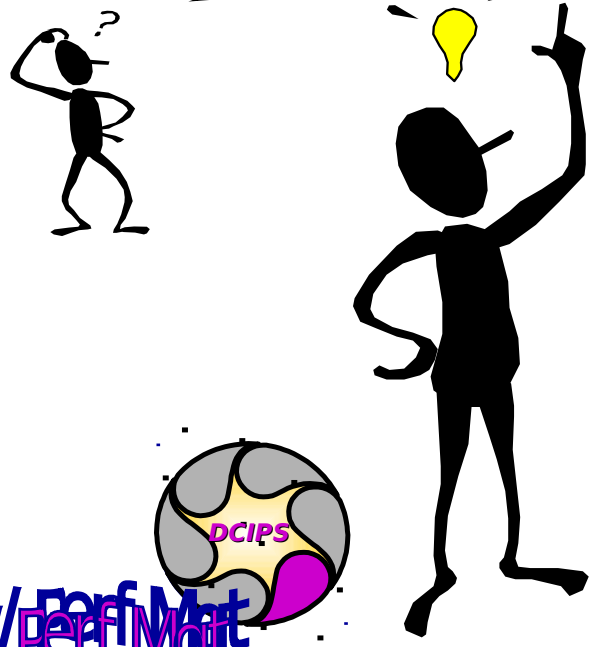
"CIPMS" RIF Policies, Issues, Info

DoD Priority Placement Program

- *Largest Placement Assistance Program*
- *Change 91-1 Incorporated CIPMS/DCIPS*
  - *–Register Affected Employees for both Competitive and Excepted Services*
  - *–Register CIPMS/DCIPS Vacancies*
- *Changes 92-1, -2 Address DCIPS Issues*
  - *–Specific Option Codes for Intel & Security*
  - *–How to Handle Clearance Requirements*

DCIPS Management-Employee Relations (MER)

What Do You Want to Know??



EEO/AA

Labor Relations

Performance Management

Recognition & Awards

Grievances and Appeals

Labor Relations

- ***CIPMS/DCIPS Exempted From Federal Labor Relations Statutes***
  - ✓ *Intelligence and Security Functions By Legislation*
  - ✓ *Intelligence Commands By Executive Order*
- ***Army Policy Excludes Employees in Recognized Bargaining Units from DCIPS***
- ***Union Officials Cannot Officially Represent Army's DCIPS Employees***

Performance Management

- **Total Army Performance Evaluation System (TAPES) Applies**
  - ✓ *But Career Program 35 Employees Required*
    - *To Have a Professional Development Objective in Their Support Forms*
    - *Supervisors are Required to Have a Second Objective for Developing their Employees*
    - *To Have Professional Development Be Considered at Mid-Point & in Annual Evaluations*
- **Army's Performance Recognition Policy and Guidance Applies But DCIPS Adds:**
  - ✓ *Exemplary Performance Awards (EPAs)*
  - ✓ *Goal for Number Recognized (20-30%)*
  - ✓ *Goal for Amount Spent (At least 1 and ½ to*

Types of Performance Recognition

Non-Monetary Awards

Honorary Awards
Army - DoD - Fed – Intel*

Lump Sum Awards

Performance Award
Special Act/Service Award
On the Spot Award
Time Off Award

Base Salary Awards

Quality Step Increase
Exemplary Performance Award*

* CIPMS/DCIPS Specific

DCIPS Policy for . . .

- *Right and Opportunity to Present Grievances for Prompt and Equitable Consideration*
- *Free From Constraint, Coercion, Discrimination, or Reprisal*
- *DoD Administrative Grievance System (DoD AGS)*

- *DoD AGS Used*
- *Preference Eligibles May Appeal to MSPB:*
  - ✓ *If One Year Continuous Service in Same/Similar Position*
- *Separate Classification & Special Termination Appeal Procedures in AR 690-13*

Jurisdiction

TYPE OF ACTION	VETERAN	NON-VETERAN
Denial of Within Grade Increase	AGS	AGS
Termination During Trial Period	None	None
Suspensions Over 14 Days, Demotion, Removal	MSPB	AGS
RIF	MSPB	MSPB

Training & Development (T&D)/Career Management

- ***Key Tool in Support of Both Readiness and Army Transformation***
  - *Assumes Requirement for Continuous Learning*
- ***Should be Considered During Performance Management Process***
  - *Include in Performance Objectives*
  - *Required for Those in Career Program 35, Intelligence*
- ***Goal of Investing An Amount Equal to 2-3% of Civilian Payroll in Civilian Training & Development***
  - *Organization T & D Program/Plan Required*
- ***Goal of Obtaining 2 Substantial Training Events Per Appraisal Cycle Per Employee***
  - *To Include Correspondence Courses and Computer Based Training as well as Residence Based Training*

Information and Resources in Support of Training Opportunities

- **CPOC/CPAC Opportunities**
  - ✓ *Universal Skills*
  - ✓ *Annual Training Requirements (Security Awareness)*
  - ✓ *Computer Based and Correspondence Courses*
- **Army Opportunities**
  - ✓ *Core Leadership Training*
  - ✓ *Sustaining Base Leadership and Management (SBLM) Program*
  - ✓ *Career Programs (ACTEDS Plans)*
- **Intelligence Community Opportunities**
  - ✓ *Intelligence Community Officer (ICO) Programs*
- **DOD Opportunities**
  - ✓ *Defense Leadership and Management Program (DLAMP)*

Civilian Leadership Training

Core Curriculum

(AR 690-400, Chapter 410/413)

INTERN

- ILDC (Intern Leadership Development Course) (on site)
- AODC (Action Officer Development Course) (Correspondence)

SUPERVISOR

- SDC (Supervisory Development Course) (Correspondence)
- LEAD (Leadership Education and Development Course) (on site)

MANAGER

- MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel Management for Executives) (Resident)
- SLE (Strategic Leadership for Executives - CG-15)

EXECUTIVE

- ES Training Conference (Resident)
- O/SES Force Integration (Resident)
- CL (Center for Creative Leadership) (Resident)
- O/EEO Orientation (Resident)
- PEX SES Orientation (Resident)
- O/SES Communication Workshop (PAO)

SUSTAINING BASE LEADERSHIP & MANAGEMENT (SBLM)
at ARMY MANAGEMENT STAFF COLLEGE
DEFENSE LEADERSHIP AND MANAGEMENT PROGRAM (DLAMP)
SENIOR SERVICE COLLEGE

Mandatory

Policy & Program Development-OASA(M&RA)

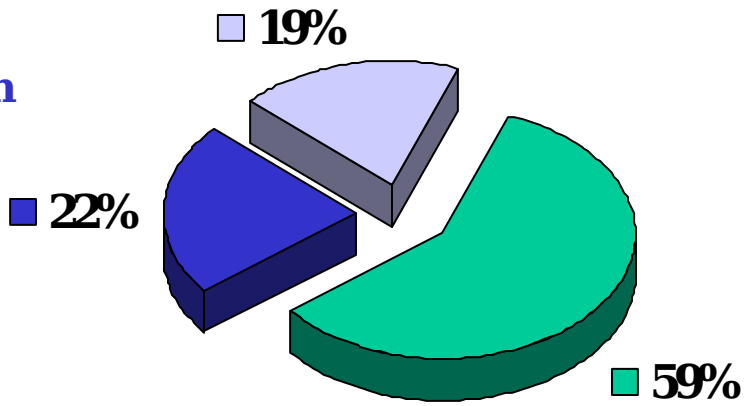
CCMODEL 06220

Career Program (CP) Demographics

- 10, Civilian Per Admin (24)
- 11, Comptroller (121)
- 12, Safety Mgmt (3)
- 13, Supply Mgmt (53)
- 14, Contracting & Acquisition (28)
- 16, Eng & Scientist (Non-Construct) (25)
- 17, Material Maintenance Mgmt (34)
- 18, Eng & Sci (Construction) (9)
- 19, Physical Security & Law Enf (109)
- 22, PA & Communications Media (3)
- 24, Transportation Mgmt (1)
- 26, Manpower & Force Mgmt (34)
- 27, Housing Mgmt (2)
- 28, EEO (3)
- 31, Education Svc (1)

18 Other CPs

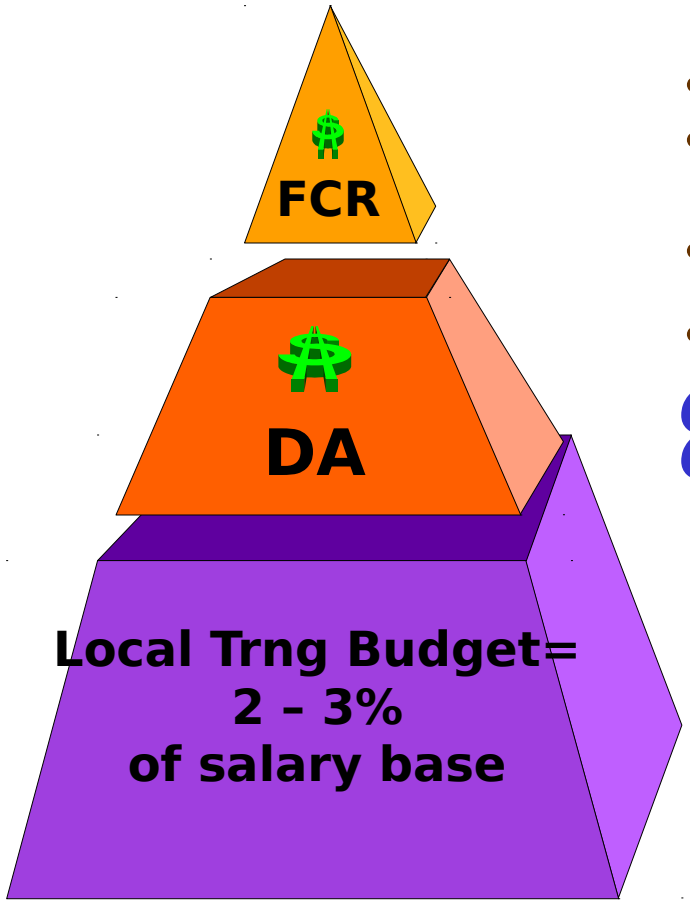
CP-35, Approximately 2,400



Purpose Of ACTEDS Plan

- ***Provide Army Managers and Careerists with Policy and Supporting Guidance for:***
  - ✓ *Systematic Career Planning; and*
  - ✓ *Development to Meet Present and Future Needs*
- ***Blends On-the-Job Training with Formal Education, Classroom Training, Collaborative Distance Learning, Developmental Assignments, Self -Development, etc.***
- ***Results in Competent Careerist***
  - ✓ *Does Not Guarantee Promotion*

Funding Sources



FCR CDP Funding for CP-35:

- *Intel & Security Training Required by ACTEDS*
  - ✓ *Where Commands Not Able to Fund*
- *ICAP/ICO Training*
- *Long Term (University) Training (LTT)*
  - ✓ *Also Part-time University Training*
- *Professional Development Assignments*
- *OPM Ldrshp/Mgt Development Seminars*

Central HQDA Funding for All CPs:

- *Intern Development*
- *Required DA Core Leadership Training*
- *DLAMP*

Commands Fund Bulk of Training

- *Technical and*
- *Supervisory/Managerial*

ACTEDS Plan for CP-35

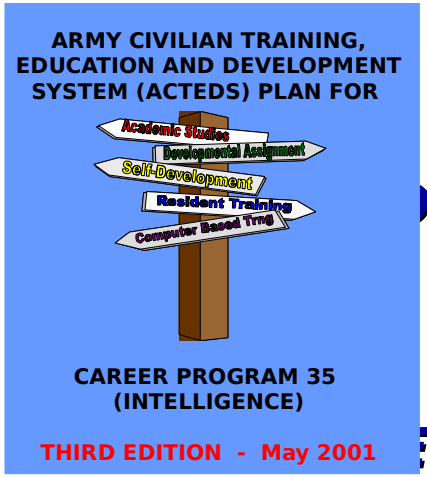
(Those not in CP-35 may go to the ICO section that starts at Chart 62)

Most Career Programs Represented

ACTEDS Plans Promote:

- Professionalism and Competency Attainment
- Structured Career Development
- Supports EO/Diversity

Trng/Career Mgt



CP-35 = Professional/Admin Positions in Primary Intel or Intel-Related Occupations/Series 132 080 1701/1712 Engineer & Science

****Third Edition dated May 2001* Incorporates IC initiatives & Begins Culture Change Process**

Intelligence Community Career Management Policies

- **Key General Policies**
  - ✓ Emphasis on Responsibility of Careerist for Career Progression
  - ✓ Training, Education & Development Should Balance Experience
  - ✓ Competency Vs Training Course Emphasis
  - ✓ New Model for Career Development
- **A Detailed Presentation on the ACTEDS Plan Can Be Found at: http://www.dami.army.pentagon.mil/offices/dami-cp/programs/ico/acteds/**

ICO Designation will Impact Intelligence Executive Positions Beginning in FY2002

Specified Community Training Curriculum

ICT ICO Training

Community Experience and Perspective

Intelligence Community Assignment Program
ICAP

Component Career/Professional Development (Army - ACTEDS)

Organizations Career Development Programs
OCDP

ICO Directives (DCI and DoD)

- ***Key Points:***
  - *Must Incorporate ICO Programs Into Senior Leve Development Policies and Programs*
  - *Parent Agencies Certify ICO Designation, and Validate ICAP-Equivalent Assignments*

- ***Phased Implementation:***
  - *FY02: ICO Designation = Required Review Factor for Executive Recruitment*
  - *FY03: "Lessons Learned" Review and Adjustment*
  - *FY05:* ***ICO Designation Mandatory for Executive Positions Unless Written Waiver Granted by Agency Head (Secretary of the Army)***

Intel Community Officer Training (ICOT)

PURPOSE: *Develop a Community Perspective and Strategic Outlook; And Diverse Skills Grounded in Multiple Disciplines Across the Intel Community*

Equivalencies Allowed

Concurrent ACTEDS And ICOT Credit As Appropriate

Final Guide:

10 Weeks / 6 Categories + ICOC

- ✓ Natl Security & Intel Issues (1 Wk)
- ✓ Leadership & Management (3 Wks)
- ✓ CI, Security, IA and D&D (1 Wk)
- ✓ Production & Analysis of Intel (1 Wk)
- ✓ Collection, Sources & Processing/Intel (1 Wk)
- ✓ Impact of Technology across IC (1 Wk)

Intel Community Officer Course (ICOC) (2 Wks)

(On-line Procedures to Obtain Credit on JWICS & SIPRnet)

Intelligence Community Assignment Program

ICAP

Services
- NSA
- DIA
- NGA
- OSD
- CMS
- CIA
- NRO
- DPMO
- DOE
- NSSA
- FBI
- Others

- GG-12* and above
- Contributes to ICO designation
- Functional endorsements, competitive selections
- All series / Career Programs possible
- 2 year "out-of-Army" Detail assignments (Documented by SF50)
- Host funds: Assignment-specific costs
  Parent funds: Salary / Perf Incentives
  HQDA funds: TCS / IC training
- Guaranteed return to Army - generally to the same location / position
- Program expansion planned

*GG-12s if High Potential

Intelligence Community Assignment Program

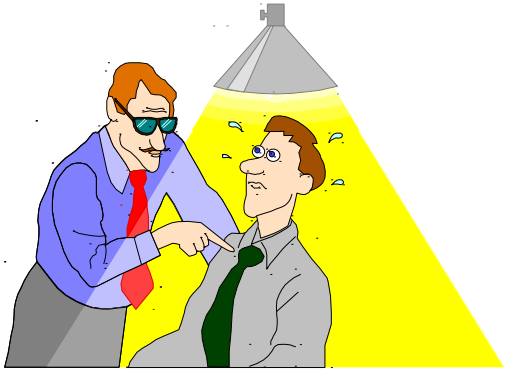
ICAP

Management Considerations

- ***Must Balance Mission Requirements With Career Development Goals and Objectives***
  - ✓ ***Obligation to Professionally Develop People***
  - ✓ ***At Some Point, "No" Is Not an Option***
- ***Backfill Costs and Challenges***
  - ✓ ***No Additional High Grades / Work Years Provided***
  - ✓ ***Use Hire Lag Dollars / Work Years***
- ***Post-ICAP Reintegration Plan Required***
- ***Long Term ICAP Planning Strategies***
  - ✓ ***Best Option = IC ICAPer in Army First, Then Army Employee Out; Plan Ahead 2-3 Years***
- ***Cautions***
  - ✓ ***Timing / Relevancy Important to Endorsements***
  - ✓ ***Can Non-Concur, but Must Forward to HQDA, G-2***

Employee Considerations and Cautions . . .

- *You Are a CIPMS/ DCIPS Employee, GG12 or Above*
- *You Have Career Goals at or Above GG14/15 in the IC or You Want to Broaden Your Expertise*
- *You Have Achieved Army ACTEDS Objectives for Your Career Program or Career Specialty*
- *You and Your Organization Would Benefit From a Broadening Assignment External to Army*
- *You Value Career Planning and Professional Growth*



- *Are You Willing to Commit to a 2 Year DETAIL??*
- *Are You Actively Seeking Near-term Promotion or is Retirement in the Near-term?*
- *Are You Geographically Mobile?*
- *Can You Accept Required Conditions of Assignments (E.G., Polygraph for Some Positions)*

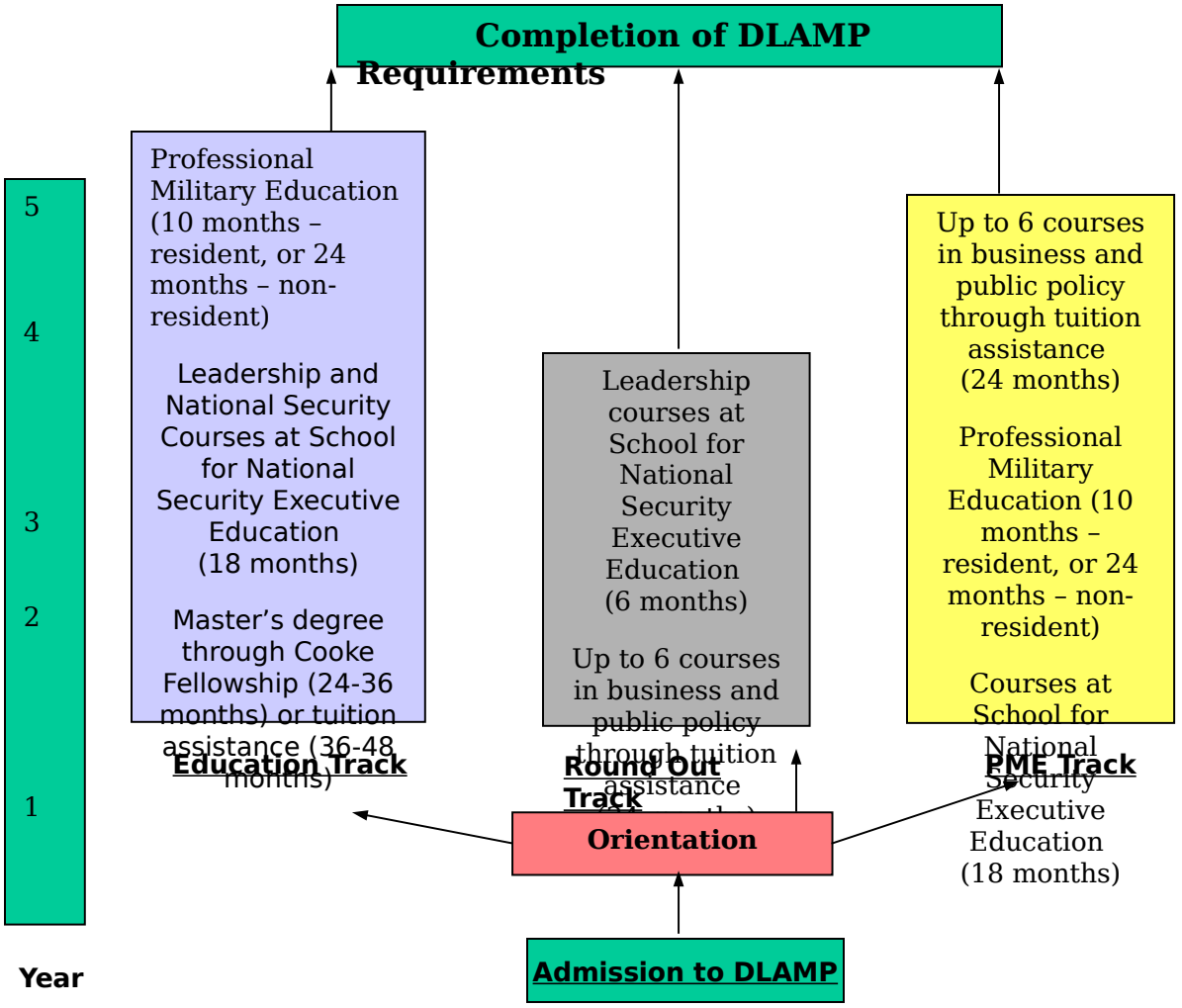
Intelligence Community Assignment Program

ICAP

NOT "Out of Sight Out of Mind"

- ***ICAP Requires Administrative MOA for Each Assignment***
- ***Detailee Performance Appraisal Completed by Army Rules***
  - *(Parent & Host Organizations Cooperate)*
- ***Selectee Eligible for Performance Management Incentives***
  - *(Parent Organization Budgets and Approves)*
- ***Guaranteed Return to Army***
  - *Generally to Same Locale and Same or Equivalent Position*
- ***ICAP Recognized As a "Positive" by IC, Army, Career Program***

DLAMP Progression Model



DLAMP

- ***CIPMS/DCIPS Employees May Participate in Both ICO and DLAMP***
  - *Both Integrated in CP-35 ACTEDS Plan*
- ***ICO Develops IC Competencies and DLAMP Develops Management Competencies***
- ***ICO Programs Are Individually Opened While DLAMP's are Opened to Only Those Chosen***
- ***Both Programs Prepare for Succession to DISES/SES Positions and Both Are Equally Valuable for Those Seeking GG-13, 14 and 15 Positions***
- ***More INFO:***
  http://www.cpms.osd.mil/dlamp/index.html

Differences Between GG CIPMS/DCIPS & the GS title 5 Competitive Service

- *Title 10, Excepted System Managed by OSD, Not Office of Personnel Mgmt (OPM)*
- *By Legislation - Converting to a DOD-Wide Intel Human Resource System*
- *MACOMs Given Option for Central DCIPS Servicing from One Service Team Due to Extent of Excepted Service System Differences*

Position Classification and Management

- Career Paths & Grade Banded System
- Separate Classification System and Standards/Can Result in Different Grades or Titles
- Final Decision on Appeals at HQDA G-2

Staffing

- Direct Hire Authority
- Veteran's Preference at Selection Not Application
- Separate Qualifications Standards for 080s &132s
- Trial Periods Instead of Probationary Periods
- Spouse and Family Member Programs Do Not Apply
- No Additional Probationary Periods for Supervisors
- Noncompetitive Grade Band Promotions
- Better RIF Procedures (No Bump or Retreat)
- Portability Provided Through Interchange Agreement with OPM and Competitive Service

Compensation Programs

- Additional Tools like Exemplary Performance Awards (Equivalent to a Two-Step QSI)

Senior Programs

- Separate DOD-Controlled Senior Intelligence Executive Service (SIES) and Senior Intelligence Professional (SIP) Programs

Training and Development

- Supports the Intel Community Officer Designation (ICO) Programs to include the Intel Community Assignment Program (ICAP) and the Intel Community Officer Training (ICOT) Program
- Can also Participate in DLAMP
- Training and Development Considered in TAPES

Grievances and Appeals (Mgmt-Employee Rel)

- No Labor Relations Program
- Full Access to DOD Admin Grievance Procedure (AGS)
- Limited Appeal Rights to Orgs Outside of Army
- Special Termination Authority for National Security

Automation/Coding/Reports/File Storage

- Separate Authorities, Codes and Processes Used for Processing Personnel Actions
- Orange Merged Record Personnel File, SF66C

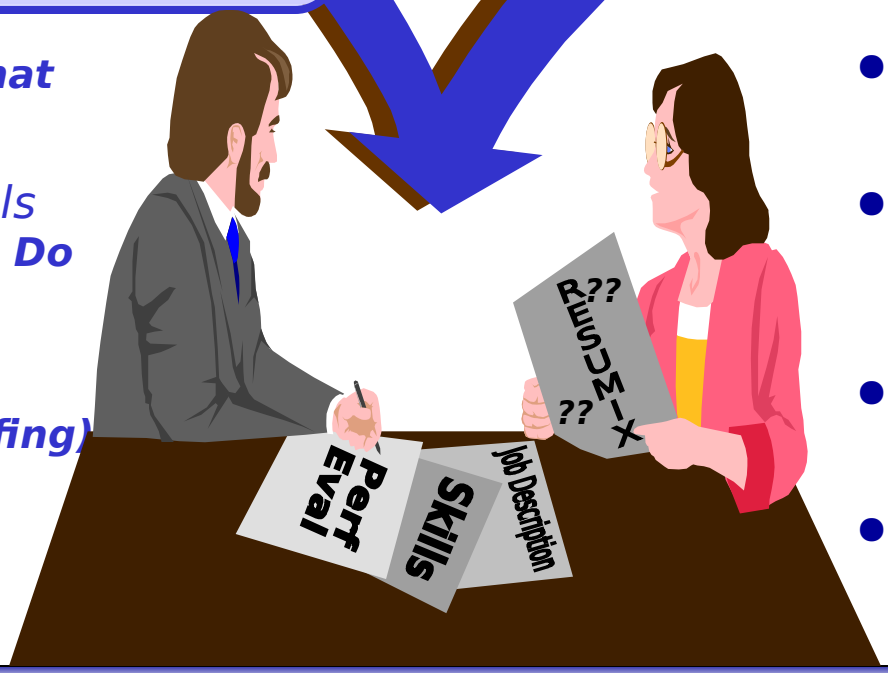
HR Servicing Relationships
(What to Know and Where to Go)

Manager / Supervisor
Provides Substance, Initiates Actions

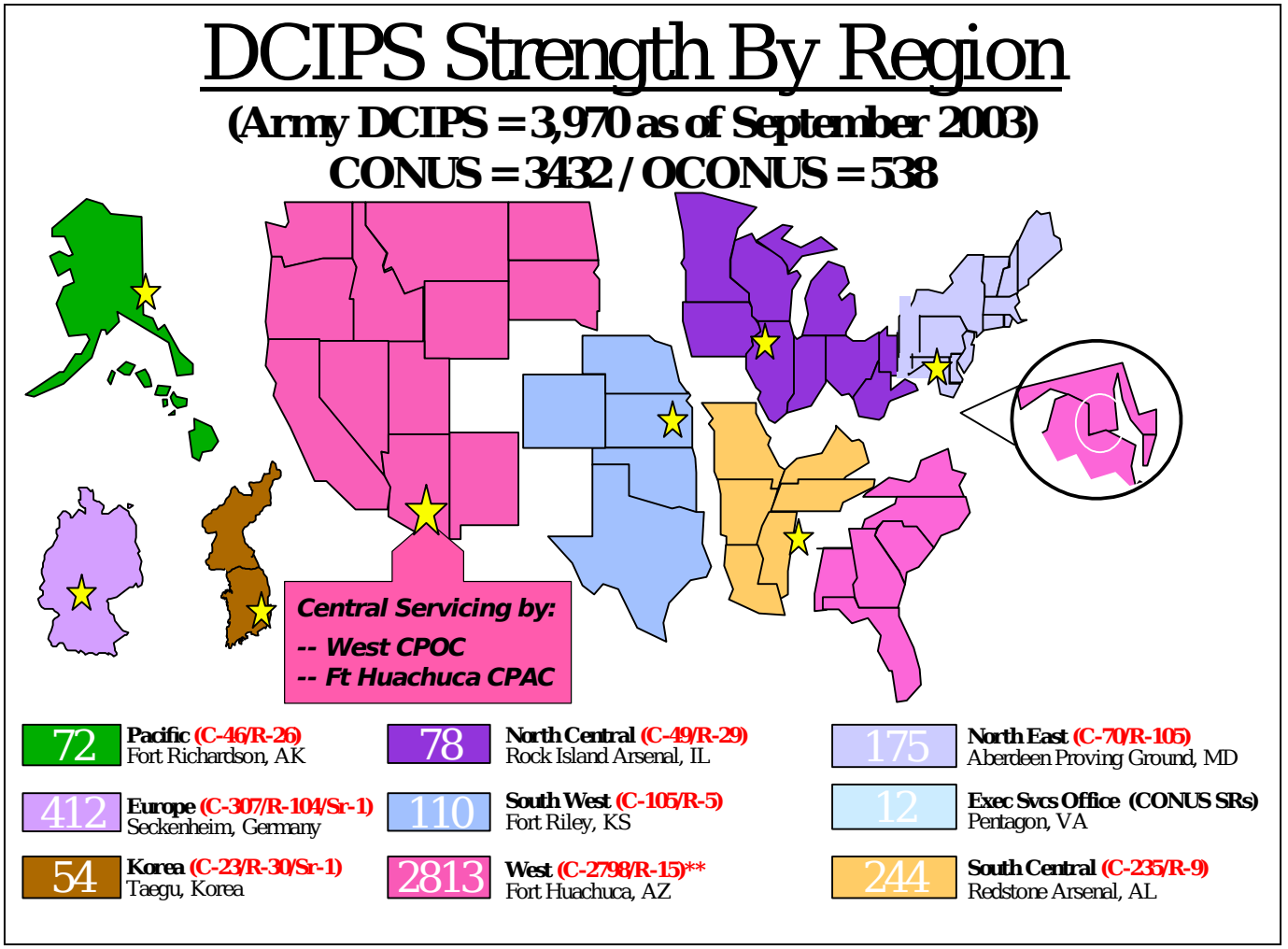
- *Job Information* ***(What Is the Work?)***
- *Skill Types and Levels* ***(What Is Needed to Do the Work?)***
- *Candidate Types/Sources* ***(Staffing)***
- *Perf Management/ Awards/Recognition*

CPAC / CPOC
Advise, Assist, Complete Process

- *Ensure Requests Complete*
- *Communicate Issues, Impacts & Expectations*
- *Verify Plan, Scope & Timelines*
- *Complete Process and Document*



Strength as of Sept 2003



Two Types of DCIPS Servicing

Regionalized

- **Local CPAC & Their Region's CPOC**
  - ✓ *Often Local Access to CPAC*
  - ✓ *Minimum DCIPS & Intel Expertise*
- **DCIPS Orgs in CONUS Not Volunteering for Centralized Servicing**
- **1,400 Going to 200**

Centralized

- **One CPAC & CPOC Wherever in CONUS**
  - ✓ *Access to CPAC by E-mail, VTC, Fax, Phone*
  - ✓ *DCIPS & Intel Expertise*
- **CONUS Volunteers Only**
- **2,500 Going to 3,500**
- **West CPOC and Ft Huachuca CPAC**

Ft Huachuca Servicing

- ***Now Uses Individual Announcements for Most Positions***
  - *Still will Be Some"Open Continuous" Job Announcements*
  - *Consideration through RESUMIX Software*
- ***Three Page Resume Required and 32 Supplemental Questions in Application Kit***
  - *Can Track Using **ANSWER** (RESUMIX Online Applicant Response)*

Ft Huachuca Serving CPAC

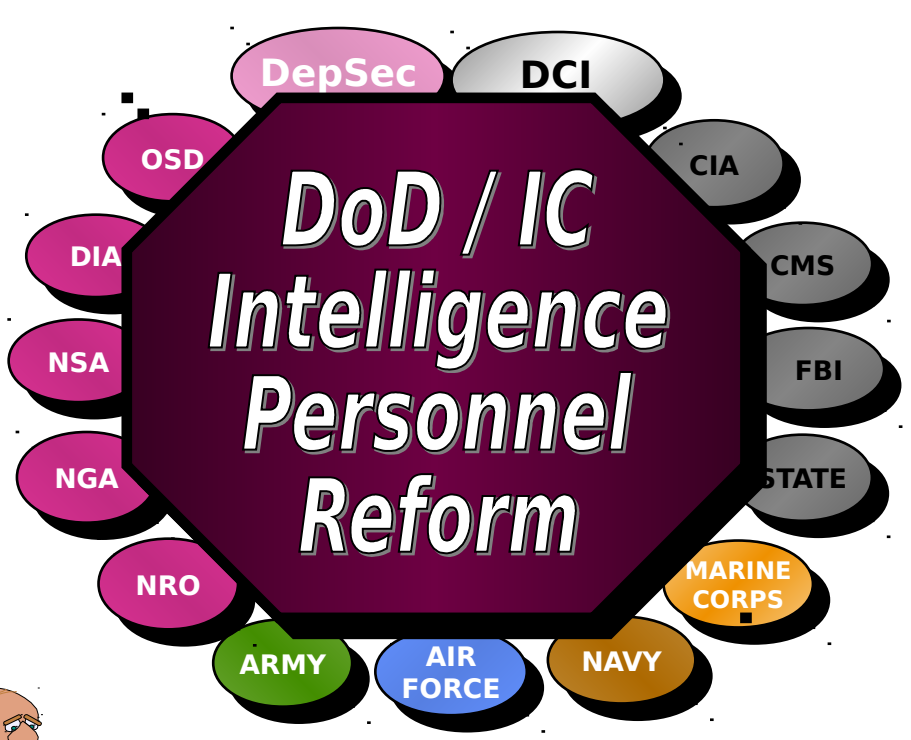
The West CPOC's website contains important information in addition to information on position vacancies. It can be accessed either at:
www.wcpoc.army.mil or
www.cpol.army.mil

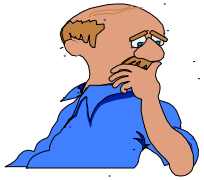
Intelligence Personnel Reform in the 90s

Why ?

DepSecDef and DCI Want IC Reform to --

- *Maximize Community Responsiveness to Missions and Customers*
- *Create a Community Work Force That Is*
  - *Flexible*
  - *Enriched*
  - *Externally focused*





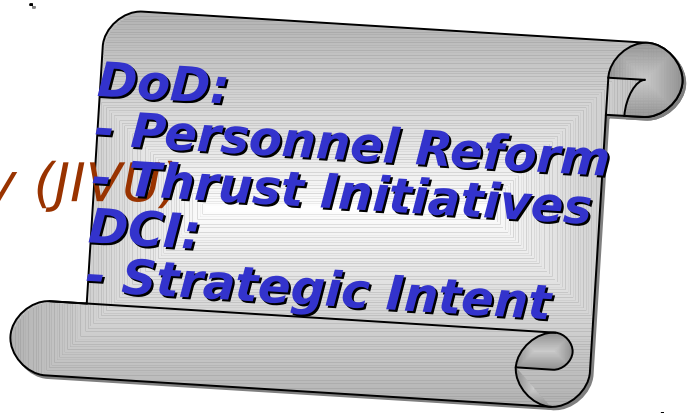
What ?

- ***DoD Intel legislation***
- ***IC-Wide Policy Reform Initiatives***
  - *ICO Designation Programs (ICAP, ICOT & ACTEDS)*
- ***DoD Thrust Initiatives (New-1999)***
  - *Joint Intelligence Virtual University*

Revitalize/Reshape The DOD IC Workforce

DOD and Sometimes CIA Have Worked Together to Respond to Joint Issues

- **Joint Recruitment**
  - ✓ *IC Recruitment Website (www.intelligence.gov)*
  - ✓ *Joint Recruitment Trips Targeted at Minority Populations*
- **Training and Development**
  - ✓ *IC Training and Education Board*
  - ✓ *Joint Intelligence Virtual University (JIVU)*



Pending AR690-13 - Updates

- *CIPMS to DCIPS & GS to GG*
- *Organizational and Discretionary Coverage Guidance*
- *GG Positions Grades Based Only on the CIPMS Primary Grading Standard (PGS) or Army Occupational Guides (AOG)*
- *Incorporates Interchange Agreement*
- *Second Approval Required When Granting Veterans Preference in Hiring Actions*
- *DCIPS Grade Band Promotions Criteria Allow for the Army's Regionalization/Centralization of HR Servicing*
- *integration of New ACTEDS Plan for CP-35*
  - ✓ *Requirement to Consider Professionalization During the Performance Management Process*
  - ✓ *And When Making Competitive Selections/Promotions;*
- *Manager Given Authority to Select From Either a Career Program List or Resumix Referral List.*
- *Goal of 20-40% recognized with Performance Awards instead of 20-30%.*

Pending AR690-13 Revision – Clarifications

- *Overseas Tours Can Be Required*
- *Administrative Return Rights Will Be Granted*
- *Spouse Preference and the Family Member Program Does Not Apply to DCIPS*
- *Re-Titling of the Step Increase on Reassignment Incentive to the Step Increase on Lateral Placement*
- *Clarification of What Can Be Appealed and What Can Be Grieved Through DOD Grievance System*
- *Addition of Management Control Checklists*

Legislation/Policies (Moving from CIPMS to DCIPS)

PL 104-201: Signed 1996 - Repealed Former Governing Statutes (CIPMS, NSA, DIA) - added NGA & Authorized Defense-Wide Intel Personnel Policy

- **DCIPS (10 USC 1601) Adds:**
  - ✓ Adjustment In Force (Like RIF / Emphasis on Performance)
  - ✓ Time Limited Appts (NTE 2 Years / Specific for Crisis or Surge)
  - ✓ Senior Programs for Execs and Tech Experts Renamed (DISES / DISL)
- **Key Regulations Will Be**
  - ✓ DoD 1400.25-M
  - ✓ AR 690-XX(Update in Progress)
- **Key Characteristics**
  - ✓ Functional/Personnel Partnerships
  - ✓ Dynamic Not Static
  - ✓ Speed Hiring
  - ✓ Realign Duties
  - ✓ Reward Performance (Not Longevity)
- **New Features (Adopted from NSPS)**
  - ✓ Upholds Merit Principles, Veteran's Preference, EEO, Diversity, Ethics, Political Neutrality, etc.
  - ✓ Permanent VERA/VSIP
  - ✓ No Reduction in Civilian Annuity if Reemployed in DOD
  - ✓ Liberalizes Hiring of Experts & Consultants
  - ✓ Allows Additional Pay for Highly Qualified Experts
  - ✓ Provides for Two-Year Direct Appointment of Older Americans (55 and older)
  - ✓ Allows Alignment of Overseas Pay and Benefits with Other National Security Organizations

Emerging DCIPS Policy

- **Equivalent Features to NSPS "Best Practices"**
  - Pay Banding
  - Ties Rewards to Performance
  - Facilitates Change in Duties
  - Improves Competitiveness
- **Possible Key Differences**
  - Packaged under DCIPS not NSPS (Title 10 not 5)
  - Different Pay Bands
  - Some Separate Job Titles, Standards and Qualifications But Ties to OPM's to Facilitate Movement
  - Clear Dual Track Progression
  - Retains Title 10 Direct Hire
  - Veteran's Preference at Time of Selection
  - 5 Year Term Appointment
  - Replaces CIPMS RIF with AIF (No Assignment Rights)
  - DCIPS-Wide Performance Factors, and Standards (Five Levels)
  - Order of Merit List
  - NSA as Executive Agent for Policy Development with Support of Agencies and Services (IPMO)

ODCSINT WEBSITES

I see you going to these Websites for CIPMS/DCIPS information…

- ***AKO Sites on NIPRnet and SIPRnet***
  - Under Intelligence subdivision of “Army Communities” section. Once there look toward the top for a horizontal bar with more subdivisions. Click on Civilian HR. Bookmark them!!
- ***NIPRnet / ODCSINT (DAMI-CP)***
  - ***http://www.dami.army.pentagon.mil/offices/dami-cp/***
- ***SIPRnet / ODCSINT (DAMI-CP)***
  - ***http://www.dami.army.smil.mil/offices/dami-cp/***
- ***JWICS/Intelink-TS / ODCSINT (DAMI-CP)***
  - ***http://www.dami.ic.gov/offices/dami_cp/***

DCIPS PERMISS Articles –

http://cpol.army.mil/permiss/index.html

- **Employee Relations**
  - ✓ Performance Management
  - ✓ Performance Recognition and Incentive Awards
  - ✓ Exemplary Performance Award (EPA)
  - ✓ Grievance and Appeal Rights
  - ✓ DCIPS Termination Authority
  - ✓ Documenting and Approving Awards
  - ✓ Intelligence Community Awards
- **DCIPS Exclusion From Labor Bargaining Units**
  - ✓ DCIPS Excluded from Labor Relations
- **DCIPS Training & Career Management**
  - ✓ Responsibilities of Careerists for Career Management in CP 35
  - ✓ Responsibilities of Supervisors
  - ✓ Responsibilities of ACPMs
  - ✓ Responsibilities of MACOM Career Program Managers (CPMs)
  - ✓ Intelligence Community Office (ICO) Designation
  - ✓ DCIPS and the Defense Leadership and Management Program (DLAMP)
- **Classification**
  - ✓ Applicability of OPM Classification Standards to DCIPS Positions
  - ✓ DCIPS Classification Structure
  - ✓ DCIPS Career Paths
  - ✓ DCIPS Grade Bands
  - ✓ DCIPS Dual Track Career Progression
  - ✓ Interpolation of Factor Degree Description Points
  - ✓ Examples of Interpolation of Points Assigned to Factor Degree Description

PERMISS Articles (Con't)

- ✓ *Sub-Factors for Non-Supervisory Positions*
- ✓ *Sub-Factors for Supervisory/ Managerial Positions*
- ✓ *When and How to Prepare a DCIPS Evaluation Statement*
- ✓ *Streamlined Approach to the DCIPS Classification Process for GG Positions*
- ✓ *DCIPS Formal Position Classification Complaint Procedures*
- ✓ *DCIPS Informal Position Classification Complaint Procedures*
- ✓ *DCIPS Position Classification Appeals*
- ✓ *Preparing A Position Description For A DCIPS Position*
- ✓ *DCIPS Positions In The Position Description (PD) Library*

- • *DCIPS Recruitment & Retention*
- ✓ *Retired Military Waiver for DCIPS Positions (Obsolete)*
- ✓ *Details and Temporary Promotions In DCIPS*
- ✓ *Conditions of Employment - DCIPS*
- ✓ *Career Referral for Non CP-35 Positions in DCIPS*
- ✓ *DCIPS Recruitment and Retention Incentives*
- ✓ *DCIPS Advanced Hiring Salary*
- ✓ *DCIPS Step Increase On Reassignment*
- • *DCIPS Existing Personnel Flexibilities & Authorities*
- ✓ *DCIPS*
- • *DCIPS Employee Benefits*
- ✓ *Employee Benefits Under DCIPS*
- • *DCIPS - Hot Topics*

http://www.dami.army.pentagon.mil/offices/dami-cp/newsroom.asp

- **Monthly Publication For:**
  - ✓ DCIPS Employees
  - ✓ CPMs/ACPMs
  - ✓ CPOCs & CPACs
  - ✓ Managers & Supervisors
  - ✓ Senior Leaders
- **Contents Cover:**
  - ✓ System Basics
  - ✓ ACTEDS Plan for CP-35
  - ✓ Trng & Dev Opportunities
  - ✓ ICO and ICAP
  - ✓ Revisions to AR690-13
  - ✓ DCIPS Policy Initiatives
  - ✓ Centralized Servicing
  - ✓ Civilian HR Transformation
  - ✓ Websites and POCs

DCIPS/IPMO UPDATE

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APPENDIX A - National Security Education Program (NSEP)

Test Your DCIPS Knowledge!!

(Answers are Provided in the Note Pages)

True **False**

DCIPS Coverage

1. *Only CP-35 members are in CIPMS/DCIPS.*
2. *Civilian intelligence personnel can only be found in INSCOM.*
3. *All Security Specialists, GG-080s in Army are covered by DCIPS.* ____

Classification

4. *A GG-9 Security Specialist can be a "Full Performance" Journeyman.*
5. *The grade of a CIPMS/DCIPS GG position should be determined by an OPM classification standard.*
6. *"Knowledges" are <u>not</u> required to be documented on a CIPMS/DCIPS Supervisory Position Description.*
7. *A major duty should represent about 25% or more of a position's time.*
8. *Additional points can be given for a Factor if a position meets the Factor Level for only one Subfactor at the higher Factor level while the other Subfactors only meet the next lower level.*
9. *DCA can be exercised by a manager without them taking the CIPMS/DCIPS training course in classification.*

Test Your Knowledge (Con't)

True

False

Position Management

10. TAPES requires supervisors recertify accuracy of position description every year.
11. Length of service of the incumbent is an appropriate factor in position classification.
12. Ensuring missassignments do not happen is an important part of position management.
13. Position Management decisions impact pay, benefits and other compensation tools

Staffing

14. CIPMS/DCIPS gives Spouse and Family Member preference.
15. DCIPS has a Probationary Period.
16. Supervisors of DCIPS positions are required to aggressively pursue diversity.
17. Internal and external candidates cannot be referred on the same referral list.
18. Veterans Preference is given at time of application.

Test Your Knowledge (Con't)

True False

Staffing (Continued)

19. PCS is not required to be offered on GG-13+ Vacancy Announcements for a CP-35 position.
20. Details and Temporary Promotions within DCIPS can be made in 180 day increments.
21. A non-competitive Grade Band Promotion can be given to a GG-132-13 Intelligence Specialist.

Basic Pay, Incentives and Benefits

22. The CIPMS/DCIPS GG pay schedule is identical to the GS.
23. DCIPS has the same health and life insurance programs and the same retirement systems as the Competitive Service.

Reduction-in-Force

24. A Competitive Service employee can bump or retreat into a position held by a CIPMS/DCIPS employee.
25. There are codes in the DOD PPP to further identify DCIPS 080 and 132 positions and employees to ensure better matches.

Test Your Knowledge (Con't)

True
False

Management-Employee Relations

26. *TAPES is also used in CIPMS/DCIPS.*
27. *Performance Objectives should contain an objective for professional development.*
28. *There are eligibility requirements for an EPA other than having 3 successive ratings of Successful Level 1.*
29. *There are honorary Intelligence Community awards.*
30. *All CIPMS/DCIPS employees (If they have one year of continuous service in the same/similar position) have the right to appeal to MSPB if they are displaced in a RIF.*

Training and Development

31. *The training and development goal for each CP-35 careerist should be two substantial training events per annual rating period.*
32. *Army's annual ACTEDS Training Catalog only contains opportunities for those in Career Program 35.*
33. *Army's Core Curriculum for Leadership Training is only for Supervisors.*

Test Your Knowledge (Con't)

True
False

ICO Programs and DLAMP

34. Following ACTEDS plans results in greater proficiency and competitiveness but does not guarantee promotion
35. ICAP is only open to GG-13s and above.
36. ICAP assignments are only important for those wanting to be an SIES/DISES.
37. ICAP Equivalency cannot be granted for previous intelligence or intelligence-related experience if it was not equal to or greater than the GG-13 level.
38. ICOT requires 20 weeks of IC training.
39. TDY will be authorized for those on ICAP assignments that require a geographic move.
40. DLAMP now offers three tracks for completion.

Centralized Servicing

41. Approximately 95% of all DCIPS positions in CONUS are now centrally serviced.
42. "Centralized" servicing is provided from Ft Huachuca.

Test Your Knowledge (Con't)

True
False

Further Changes to DCIPS

43. CIPMS/DCIPS authorities stem from title 10.
44. The Joint Virtual Intelligence University was a Revitalize/ Reshape the Workforce initiative.
45. The first edition of AR690-13, CIPMS, has been superceded.
46. DCIPS employees overseas can be covered under 5 year Overseas Tour limitation programs.
47. The legislation enacting the National Security Personnel System (NSPS) was for the title 5 Competitive Service
48. DCIPS will have both Pay Banding and Pay for Performance.

DCIPS Information Resources

49. CIPMS/DCIPS has its own section of PERMISS.
50. Only Career Program Managers (CPMs) can receive the monthly DCIPS/IPMO Update.

Test Your Knowledge (Con't)

Your "Grade" is:

- *"A" if your score was 45 to 50 correct answers.*
  - ✓*You're Great!!*
- *"B" if your score was 40 to 44.*
  - ✓*Getting There!!*
- *"C" if your score was 35 to 39.*
  - ✓*Need Some More Review! Read the Note Pages!*
- *"D" if your score was 30 to 34.*
  - ✓*You Need to Invest More Time on the Presentation!!*
- *"F" if your score was 29 or lower.*
  - ✓*You Must Not Have Read the Presentation!!!*